Tempulli Academy

Gender Equality Plan

2023-2029

Prishtinë, 2023

1. Introduction

This plan is developed to guide Tempulli Academy in promoting gender equality across all institution levels, ensuring an inclusive and equitable environment for students, staff, and stakeholders.

Tempulli Academy is committed to embedding gender equality into its organizational culture, policies, and practices. It recognizes that gender diversity contributes to innovation, academic excellence, and social responsibility.

Our commitment to gender equality also aligns with international and national policies, which aim to achieve gender equality and empower all women and girls. By integrating Gender Equality into our institution's daily operation, we aim to create a more equitable and inclusive community that enhances the potential of all our members.

This plan's purpose is to establish a comprehensive framework that we will use as a guide on promoting gender quality across all levels of organization. It reinforces our dedication to fostering an inclusive academic environment where everyone can be part of it.

1.1. Organizational Context

Tempulli Academy was registered on October 13th, 2020, as a Higher Education Institution in Kosovo. Tempulli Academy, although a new institution, has a long tradition of Tempulli since 1992 as a center of training and education for young vehicle-driving students and as a Tempulli College from 2001 to 2020. As a result of the commitment and needs of the market, this center has evolved over the years. It has grown and developed with academic and professional programs within the Tempulli Academy (hereinafter Academy). In 2021, the Academy is accredited for three years as an institution and has also accredited one master's program and two bachelor's programs.

The Academy is offering unique programs in transport and traffic related to the labor market. It now has 24 academic staff and 11 administrative staff from different fields of study who possess a scientific background in higher education and professional experience in industry.

In addition to offering academic education, the Academy also offers opportunities to new students for quality education, where the theoretical part is being supplemented with practical work through the Institute for Road Safety and Transportation Research.

Furthermore, the interest of students of both genders in studying in the Academy is slightly increasing every year. Of the total students enrolled in Academia, 20% are female, and 80 % are male, though this number varies greatly between different study programs.

Over the years, the Academy has created different regulations and manuals that provide inclusion. set standards, one of them is the Code of Ethics, which is created in accordance with the principles deriving from the Law on Higher Education in Kosovo, as well as the universal principles on the protection of academic freedom, academic integrity, and institutional autonomy.

Through this Code, the Academy sets standards for staff and student conduct, academic integrity, and academic freedom. The Code of Ethics instructs staff and students to resolve ethical conduct issues that may arise during the work process.

Based on the Code of Ethics, the Academy provides equal employment opportunities for all qualified individuals regardless of race, colour, religion, gender, age, nationality, physical disability, or family status. Also, through this Code, the Academy gives equal opportunities to study to all citizens regardless of race, color, religion, gender, age, nationality, physical disability, family status, etc. It is important to mention that the Academy is characterized by gender equality in all its organizational and management structures, where many female workers are part of the senior management.

Through the Code of Ethics, the Academy also defends the concept of academic freedom of academic staff in teaching methodology and scientific research. The Academy,

through the promotion of the Code of Ethics, builds an Ethical and professional culture for all its members involved in teaching and scientific research. Ethical and professional culture is cultivated in the preservation of the Academy's resources, their efficient and economical use, and the prohibition of others' abuse of these resources.

1.2. Legal Framework

Kosovo has several legal framework regulations that aim to promote gender equality, prevent discrimination, and ensure equal opportunities across all sectors. Our institutional policies and practices are built upon the following national legal framework:

Law on Gender Equality (No. 05/L-020):

- This is the primary legislation that governs gender equality in Kosovo. It mandates equal rights, responsibilities, and opportunities for all genders in both public and private sectors. The law emphasizes gender equality in employment, education, and political participation.

Law on Labor (No. 03/L-212):

- This law includes provisions that prohibit gender discrimination in the workplace. It mandates equal pay for equal work, ensures maternity and paternity leave, and promotes equal opportunities for professional advancement.

Law on Protection from Discrimination (No. 05/L-021):

- This law protects against all forms of discrimination, including gender-based discrimination, in all areas of public life. It applies to employment, education, healthcare, and access to services.

Law on Anti-Discrimination (No. 2004/3):

- This earlier law, though updated by subsequent legislation, still provides a framework against discrimination, including on the grounds of gender.

Law on Higher Education (No. 04/L-037)

- In Kosovo, the Law on Higher Education (No. 04/L-037) significantly promotes gender equality within higher education institutions.

2. Objectives and Actions

2.1. Objective 1: Equal Access to Opportunities

Description: This objective aims to ensure that all genders have equal access to opportunities in recruitment, career development, and academic programs. It focuses on creating a level playing field where everyone, regardless of gender, can thrive and succeed.

Actions:

Unbiased Recruitment Processes:

- Implement blind recruitment techniques to minimize unconscious bias.
- Ensure diverse hiring panels to promote fair decision-making.
- Regularly review and update job descriptions to use inclusive language.

Professional Development:

- Provide equal access to training and mentorship programs for all genders.
- Encourage participation in leadership development programs, exchange programs and mobilities.
- Monitor and address any disparities in promotion rates and career progression.

Academic Admissions and Scholarships:

- Ensure gender diversity in admissions criteria and processes.
- Offer scholarships and financial aid programs that support underrepresented genders.
- Promote gender-inclusive academic environments through policies and practices.

Objective 2: Eliminate Gender Bias

Description: This objective focuses on promoting practices that eliminate gender bias in all institutional processes, including teaching, research, and administration. The goal is to create an equitable environment where all genders are treated fairly and have equal opportunities.

Actions:

1. **Gender Bias Training:**

   - Conduct regular training sessions for staff and faculty to raise awareness about gender bias.
   - Provide resources and workshops on recognizing and mitigating unconscious bias.
   - Encourage ongoing education and dialogue about gender equity.

2. **Policy Review and Revision:**

   - Regularly review institutional policies to identify and remove gender biases.
   - Implement policies that promote gender equality and inclusivity.
   - Establish a committee to oversee and ensure the effectiveness of these policies.

3. **Inclusive Teaching and Research Practices:**

   - Encourage the use of inclusive language and materials in teaching.
   - Promote diverse research teams and inclusive research methodologies.
   - Ensure that research funding and opportunities are distributed equitably among all genders.

Objective 3: Promote Work-Life Balance

Description: Support initiatives that promote work-life balance, particularly for staff and students with caregiving responsibilities.

Actions:

   - Offer flexible working hours and remote work options.

- Provide on-campus childcare facilities.

- Develop support programs for caregivers, such as counseling and peer support groups

3. Governance and Implementation

The leadership team at Tempulli Academy will champion gender equality initiatives with clear accountability mechanisms in place.

4. Monitoring and Evaluation

Collect and analyze gender-disaggregated data regularly to monitor progress in areas such as recruitment, promotion, and academic performance.

Conduct an annual review of the Gender Equality Plan, updating it as necessary to reflect changing needs and challenges.

Provide regular reports on gender equality initiatives to the leadership and the wider academic community.

Objective 1: Equal Access to Opportunities

Monitoring:

- Track recruitment data to ensure diversity in hiring.

- Monitor participation rates in professional development programs by gender.

- Collect data on admissions and scholarship distributions.

Evaluation:

- Conduct annual reviews of recruitment, career development, and academic program data.

- Use surveys and feedback from staff and students to assess the effectiveness of initiatives.

- Compare gender diversity metrics year-over-year to measure progress.

Objective 2: Eliminate Gender Bias

Monitoring:

- Track attendance and participation in gender bias training sessions.

- Review policy changes and their implementation status.

- Monitor teaching and research practices for inclusivity.

Evaluation:

- Conduct regular audits of institutional policies to ensure they are free from gender bias.

- Use feedback from staff and students to evaluate the impact of training and policy changes.

- Assess the inclusivity of teaching and research practices through peer reviews and surveys.

Objective 3: Promote Work-Life Balance

Monitoring:

- Track the usage of flexible working hours and remote work options.

- Monitor the availability and utilization of on-campus childcare facilities.

- Collect data on participation in support programs for caregivers.

Evaluation:

- Conduct surveys to gather feedback on work-life balance initiatives.

- Review the impact of flexible work policies on staff and student satisfaction.

- Assess the effectiveness of support programs through participation rates and feedback

6. Action Plans with Timelines

The following action plans outline Tempulli Academy's steps to achieve gender equality objectives. Each action plan includes a timeline, responsible parties, and required resources.

Objective	Year of Implementation	Action	Department Responsibility	Measure of Success Indicators
Equal Access to Opportunities	2023-2024	Implement unbiased recruitment processes.	Magagment and Secretary General	Increase in gender diversity in new hires by 10%.
Equal Access to Opportunities	2025-2026	Provide equal access to professional development programs.	Secretary General, Career Office, HR Office	Equal participation rates in training programs across genders.
Equal Access to Opportunities	2027-2029	Ensure gender diversity in academi	Management	Balanced gender ratio in admissions and scholarship recipients.

		c admissions and scholarships.		
Eliminate Gender Bias	2023-2024	Conduct regular gender bias training for staff and faculty.	Management	90% of staff and faculty trained on gender bias.
Eliminate Gender Bias	2025-2026	Review and revise institutional policies to remove gender bias.	Steering Council	All major policies reviewed and updated for gender neutrality.
Eliminate Gender Bias	2027-2029	Encourage inclusive teaching and research practices.	Academic Affairs, Research Office	Positive feedback from students and staff on inclusivity in teaching and research.

		Offer flexible working hours and remote work options.	Secretary General HR, IT Department	80% of eligible staff utilizing flexible work options.
Promote Work-Life Balance	2023-2024	Offer flexible working hours and remote work options.	Secretary General HR, IT Department	80% of eligible staff utilizing flexible work options.
Promote Work-Life Balance	2025-2026	Provide on-campus childcare facilities.	Management, Secretary General, HR	High utilization rates of childcare facilities.
Promote Work-Life Balance	2027-2029	Develop support programs for caregivers, such as counseling and peer support groups.	Management, secretary General HR	Increased satisfaction and participation in support programs.

Approved by:

Chairman of Steering Committee,

Prof.Dr.Ema Berisha Krasniqi